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Contract Database Metadata Elements

Title: **Ramapo Central School District and Ramapo Central School District Registered Professional Nurses Association (1995)**

Employer Name: **Ramapo Central School District**

Union: **Ramapo Central School District Registered Professional Nurses Association**

Local:

Effective Date: **07/01/95**

Expiration Date: **06/30/99**

PERB ID Number: **6021**

Unit Size: **8**

Number of Pages: **20**

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Ramapo Central School District And
Ramapo Registered Prof'l Nurses
Assn

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An Agreement Between

RAMAPO CENTRAL SCHOOL DISTRICT
HILLBURN, NEW YORK

AND

RAMAPO CENTRAL SCHOOL DISTRICT
REGISTERED PROFESSIONAL NURSES ASSOCIATION

July 1, 1995 - June 30, 1999

NYS PUBLIC EMPLOYMENT RELATIONS BOARD
RECEIVED

MAR 30 1998

CONCILIATION

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AGREEMENT made this day of July, 1996, by and between the RAMAPO CENTRAL SCHOOL DISTRICT, A SCHOOL DISTRICT ORGANIZED AND EXISTING UNDER AND BY VIRTUE OF THE New York State Education Law, having its principal offices at Mountain Avenue, Hillburn, New York, hereinafter referred as the "DISTRICT" and the "RAMAPO CENTRAL SCHOOL DISTRICT REGISTERED PROFESSIONAL NURSES ASSOCIATION," HEREINAFTER REFERRED AS THE "ASSOCIATION" an unincorporated association having its principal offices in Suffern, New York, hereinafter referred to as the "ASSOCIATION".

WITNESSETH

WHEREAS, the District has established, pursuant to Section 207 of the Civil Service Law, a Registered Nurses negotiating unit (hereinafter called "Unit"), and

WHEREAS, the District has heretofore recognized the Association as the representative of the Unit in negotiating the terms and conditions of employment of such Unit; and

WHEREAS, negotiations have taken place between the District and the Association resulting in an agreement with respect to the terms and conditions of employment of the public employee in said Unit:

NOW, THEREFORE, IT IS MUTUALLY AGREED AS FOLLOWS:

ARTICLE I TERM OF AGREEMENT. This agreement shall be effective as of July 1, 1995 and shall terminate on June 30, 1999.

ARTICLE II EMPLOYEE'S REPRESENTATION. The Association is recognized as the representative of all full-time and part-time (excluding per diem) non-pedagogical Registered Nurses employed by the District in negotiations as to terms and conditions of employment and in the settlement of grievances. The Association shall have and is hereby granted exclusive and unchallenged status to represent employees in the Unit consistent with the terms of the Taylor Law.

ARTICLE III WAGES

A. Effective July 1, 1995, the base salary received during the preceding school year shall be increased by 2.3%.

B. Effective July 1, 1996, the base salary received during the preceding school year shall be increased by 3.0%.

C. Effective July 1, 1997, the base salary received during the preceding school year shall be increased by 3.0%.

D. Effective July 1, 1998, the base salary received during the preceding school year shall be increased by 2.8%.

E. There is hereby established for the school years 1995-96, 1996-97, 1997-98 and 1998-99 salary schedules for this unit. Copies of such schedules for these school years are hereto annexed as Exhibit A, Exhibit B, Exhibit C and Exhibit D, respectively, and are incorporated herein and made part of the Agreement as if fully set forth herein.

F. Salary increments on the salary schedule shall be automatic increase for members of the Unit and shall be effective July 1 of each school year.

G. LONGEVITY INCREMENTS Current employees shall move onto step L-1 and step 12 on July 1, after the completion of their eleventh salary step. Employees hired after July 1, 1996 will move onto L-1 on July 1, after completion of their twelfth salary step. The longevity increment shall be in the amount of \$500.00 non-cumulative, plus the percentage of increase for each year of the contract, effective July 1 for each year an employee is on step L-1.

Employees shall move onto step L-2 on July 1, after completion of their fourteenth year of service. The longevity increment shall be in the amount of \$750.00, plus the percentage of increase for each year of the contract, non-cumulative, effective July 1 for each year an employee is on step L-2.

Step L-2 will not become effective until the 1998/99 school year.

H. Nurses returning to the District shall, prior to August 1, and nurses new to the District shall prior to September 1, choose one of the following options concerning the payment of their salary:

IN SCHOOL YEARS WHERE THERE ARE 22 PAY PERIODS, NURSES SHALL CHOOSE ONE OF THE FOLLOWING TWO OPTIONS:

- a. Twenty-two equal payments, September through June.
- b. Twenty-two payments, twenty of 1/26 of the annual salary September through May, and two of 3/26 of the annual salary payable in June.

Failure of the nurse to indicate a choice prior to the dates described herein shall result in option "b" going into effect. No changes of options concerning payment of salary shall be made after the dates described herein have passed.

IN SCHOOL YEARS WHERE THERE ARE 21 PAY PERIODS, NURSES SHALL CHOOSE ONE OF THE FOLLOWING TWO OPTIONS:

- a. Twenty-one equal checks September through June each 1/21 of the annual salary.

- b. Twenty-one checks. Nineteen checks September through May each 1/25 of the annual salary. Two checks in June each 3/25 of the annual salary.

Failure of the nurse to indicate a choice prior to the dates described herein shall result in option "b" going into effect. No changes of options concerning payment of salary shall be made after the dates described herein have passed.

I. Registered Nurses shall receive extra compensation for participating in overnight camping trips at the rate of \$100.00 per trip.

J. Effective July 1, 1989, any unit member who has received a Bachelor's degree, and who has submitted adequate proof of same to the Director of Personnel, shall receive an annual \$1,000.00 stipend which shall be in addition to the amount of the particular unit member's salary, as reflected on the appropriate annual salary schedule. The \$1,000 shall increase by the percentage of increase for each year of the contract.

K. The following relationship shall exist with respect to the salary schedule for the bargaining unit:

<u>Step</u>	<u>Relationship</u>
1	1.000
2	1.040
3	1.041
4	1.042
5	1.043
6	1.044
7	1.045
8	1.046
9	1.047
10	1.048
11	1.049
12	1.050

L. PART-TIME NURSES.

1. A nurse continuing from one year to the next as a part-time nurse shall move from one step to another. Such nurse shall be paid a proportion of the appropriate step of the nurses' salary schedule equivalent to the percent of full-time service rendered. For example, a nurse who works 50% of a full-time schedule shall receive 50% of the appropriate step of the nurses' salary schedule.

2. With regard to the stipend provided for in Article III, Section J of this Agreement, a nurse working on a part-time basis shall be paid a proportion of such stipend equivalent to the percent of full-time service rendered. For example, a nurse who works 50% of a full-time schedule shall receive 50% of the stipend.

3. With regard to the various insurance benefits provided for in Article IV of this Agreement, a part-time nurse who works 50% or more of a full-time schedule will be entitled to the same insurance benefits as a full-time nurse and will pay premiums, if any, in accord with the formula set forth in Article IV. Those part-time nurses who work less than .5 will not receive any insurance benefits.

4. Part-time nurses shall have the benefit of the leave provision set forth in Article VII of this Agreement on a pro-rata basis.

ARTICLE IV GROUP INSURANCE PLANS

A. The registered nurses shall be covered by the same health and hospital plan as provided to teachers employed by the District and shall receive the same coverage as provided to the teachers. For employees hired on or after July 1, 1996, the School District shall pay 80% of the cost of health and excess major medical insurance premiums and the employee shall pay 20% of the cost of health and excess major medical insurance premiums.

For employees hired prior to July 1, 1996, the School District, effective July 1, 1996, shall pay 97% of the total health and excess major medical insurance premiums and the employee shall pay 3% of the total health and excess major medical insurance premiums.

For employees hired prior to July 1, 1996, effective July 1, 1997, the School District shall pay 94% of the total health and excess major medical insurance premiums and the employee shall pay 6% of the total health and excess major medical insurance premiums.

For employees hired prior to July 1, 1996, effective July 1, 1998, the School District shall pay 90% of the total health and excess major medical insurance premiums and the employee shall pay 10% of the total health and excess major medical insurance premiums.

Commencing in the 1996/97 school year, the School District will implement a so-called "cafeteria plan" pursuant to Internal Revenue Service Code §125 which will permit unit members to pay their share of health and excess major medical insurance premiums with before tax dollars.

B. HEALTH INSURANCE BUY OUT

1. At the employee's option, any Registered Nurse otherwise covered by comparable coverage, may reduce medical insurance coverage for a full year by completing an appropriate form furnished by the District. Any employee changing from family to individual coverage or waiving family or individual coverage shall receive, as salary, 50% of the premium savings.

2. Employees electing to reduce their coverage must do so by February 1st with the provision of this section taking effect on July 1st. Payment of the employee share shall begin with the first half payment on the second payroll in October and a second payment on the second payroll in April. Full coverage may be reinstated by notifying the District in writing no later than April 1st. Reinstatement shall take place on July 1st.

3. The District shall waive the April 1st notification if the employee's status changes drastically so as to cause severe hardship as a result of the employee's election to reduce coverage. Such circumstances are limited to death of a spouse, loss of spouses employment, or loss of spouses insurance coverage.

C. The District shall provide and pay 100% of the premium for the same dental insurance plan provided to teachers employed by the District, which shall include an orthodontic benefit of \$2,000.00 effective as of November 1, 1990.

D. The District shall provide and pay the entire premium cost of Group Term Insurance insuring each member of the Unit in the principal sum of \$30,000.00, with double indemnity in case of accident, effective as of November 1, 1990.

E. RETIREMENT PLANS

1. The District shall provide to members of the Unit eligible to join the New York State Retirement System the non-contributory retirement plan set forth in 75i (or other section if the District otherwise changes option) and the additional minimum death benefit plan set forth in Section 60b of the Retirement and Social Security Law. Voluntary contributions by employees to the annuity plan may continue as provided by law.

2. The District will provide through the New York State Employees' Retirement System the benefits available under Section 41j of the Retirement and Social Security Law.

3. Individuals who meet all applicable Employees' Retirement System eligibility requirements and who choose to retire effective June 30, 1996, and who give written notice to the Director of Personnel by June 15, 1996, will receive a retirement incentive of \$10,000.00 payable in two (2) equal installments with the first installment being paid in the last payroll period of June, 1996, and the second installment being paid in the first payroll period of November, 1996.

Individuals who meet all applicable Employees' Retirement System eligibility requirements and who choose to retire effective June 30, 1997, will receive a retirement incentive of \$10,000.00 payable in one (1) installment in the first payroll of November, 1997.

The parties agree that this provision shall remain in effect only during the 1995/96 and 1996/97 school years and, notwithstanding any statute or decisional law, shall unconditionally expire on June 30, 1997.

F. PROPERTY DAMAGE If a member of the Unit suffers loss or destruction of a prosthetic device, such as eye glasses, dentures or clothing damaged while acting to stop a disturbance, or while attempting to prevent the destruction of district property, the Board will assume the reasonable cost of the replacement or repair of such items, provided such loss, damage, or destruction was not due to the employee's negligence or otherwise covered by Worker's Compensation. The employee must report the incident and loss to his/her immediate supervisor, in writing, within 48 hours, or as soon as possible after the incident occurred.

ARTICLE V DUES DEDUCTION

A. The District agrees to deduct from the salaries of its Registered Nurses dues for the Association as said Nurses individually and voluntarily authorize to deduct and transmit the monies promptly to such Association. The Registered Nurse's authorization shall be in writing.

B. Dues deduction authorization forms shall be submitted through the Treasurer of the Association to the School Business Administrator.

C. Dues deductions shall be made on each payday.

ARTICLE VI WORK SCHEDULE

A. The normal work day for each Registered Nurse shall be seven (7) hours each day inclusive of breaks and lunch periods, except where professional duties may on occasion warrant otherwise.

B. The normal work week for each Registered Nurse shall be thirty-five (35) hours, except where professional duties may on occasion warrant otherwise.

C. If a Registered Nurse is regularly ordered to perform work by the Director of Pupil Personnel Services or, in the absence of the Director of Pupil Personnel Services, by the Assistant to the Superintendent or the School Business Administrator, in excess of his/her normal seven (7) hour day, he/she shall be entitled to monetary compensation for the hours worked in excess of thirty-five (35) hours in the week at one and one-half times the individual's rate of pay.

D. Registered Nurses shall attend regular faculty meetings if required by the building principal without any additional compensation.

E. Registered Nurses shall attend Department Meetings as required by the Director of Pupil Personnel Services without any additional compensation.

F. All Registered Nurses will be expected to maintain their certification in Cardio-Pulmonary Resuscitation (CPR), pursuant to requirements of the applicable certifying agency, and shall be compensated by the School District for doing so at the applicable rate of pay.

ARTICLE VII LEAVES

A. GENERAL ANNUAL PROVISIONS

1. On July 1 of each school year each member of the Unit shall be credited with twenty-five (25) days of paid leave of absence, the use of which is subject to the restrictions hereinafter contained.

2. A member of the Unit, upon written notice five (5) calendar days in advance (which notice may be waived in the event of extreme emergency) may use three (3) days leave, in any one year for personal reasons and need not state any reasons for such leave. Provided, however, that personal leave may not be taken on the two (2) days before, or the two (2) days after the Thanksgiving, Winter, mid-winter or Spring vacations, or on the day immediately preceding or immediately following any other school holiday except for unforeseen emergencies and upon approval by the Director of Personnel.

(a) The Director of Personnel, in his sole discretion, may grant additional days of personal leave upon application in writing made at least five (5) school days in advance of the date of the commencement of such leave.

(b) The use of personal leave should be restricted to such activities as closing on a house, taking children to college, graduations, marriages, etc.

3. Three (3) days of paid leave may be used in any one year for mourning each death in the family of the employee. The Director of Personnel may grant additional days for this purpose upon application therefor.

4. Upon five (5) days written notice to the employee's supervisor in advance thereof, four (4) paid leave days may be used for the observance of religious holy days.

5. The total number of days of credited paid leave for the current year, less the number of days theretofore used within the year under paragraphs "2," and "3," and "4" hereof, may be used in any one year because of sickness in the employee's family.

6. Any employee may use all of his/her leave not theretofore previously used, plus all of her accumulated leave (as hereinafter provided) during any one year because of illness of the employee. Where such leave extends beyond (10) days, the DISTRICT may require an examination of the employee by a qualified physician selected by it.

7. Upon presentation to the employee's supervisor or the Superintendent of Schools of a summons from any court or official body having the power legally to compel attendance, such employee shall be granted leave of absence for the period of time required by the court or legal body and shall not be charged with any form of leave during the period of such absence. However, in order for an employee to receive paid leave for attending jury duty, the employee must have registered for night before notice procedures, if available. The amount of jury pay received for jury duty shall be reimbursed to the District less the employee's mileage and meals.

B. ACCUMULATED LEAVE All days of leave not used during a school year may be accumulated by the employee until such employee has two hundred (200) days of paid leave accumulated.

C. ABSENCE DUE TO INJURY In the event that an employee is injured while on duty and is necessarily absent by reason of such injury, the days of absence during the first year after such injury shall not be included against the employee's leave of absence days either for the year in which injured or against accumulated days. The DISTRICT shall pay the employee's salary in full during the first year of such injury provided, however, that the DISTRICT shall be entitled to reimbursement for any payments which the employee receives or is entitled to receive under New York State Worker's Compensation Act.

After one year of illness due to injury sustained by an employee while on duty, such employee may use his/her accumulated days of leave until the same are completely used. The District shall be entitled to reimbursement for any payments which the employee receives or is entitled to receive under the New York State Worker's Compensation Act.

D. DISTRICT BANK Any member of the Unit who is unable to perform services because of illness or disability and who has exhausted all paid leave available may be granted fifty (50) additional days of paid leave at the sole discretion of the Director of Personnel. An examination of the employee by a qualified physician selected by the District may be required before such additional leave may be granted.

E. EXTENDED LEAVE OF ABSENCE Any member of the Unit previously having received permanent appointment in the District who is unable to work because of illness or disability and who has exhausted all paid leave available, shall be granted a leave of absence without pay

for the duration of such illness or disability or for one (1) year, whichever term is shorter. A Registered Nurse may apply for an extension of leave for a second year. Such application must be filed at least two months prior to expiration of first year.

F. CHILD CARE LEAVE Upon written application therefor, the Board of Education shall grant a member of the Unit a child care leave upon the following conditions and limitations.

1. Child care leave shall be without pay or increment.
2. Child care leave shall commence upon the earlier of (a) the termination of an employee's paid disability leave (b) or upon his or her request.
3. An employee adopting a child who requires maternal or paternal care shall have the same rights as an employee to whom a child is naturally born.
4. The leave shall be effective for one year. A Registered Nurse may apply for an extension of the leave for a second year. Such application shall be filed at least two months prior to the expiration of the first year of the leave.
5. An employee shall be entitled to only one child care leave within a five-year period.
6. Any employee granted child care leave shall have the option, as long as such employee pays the amount of premiums equal to that which the District would pay for such employee, to receive the medical, dental and life insurance benefits available to members of the Unit. Payments of the premium shall be made to the District monthly in advance.

G. UNPAID LEAVE OF ABSENCE Upon written application therefor, the Board of Education may grant unpaid leave to a member of the Unit who has successfully completed their probationary period upon the following conditions and limitations.

1. The leave shall be without pay or increment.
2. The unpaid leave shall be for a period of either six months or twelve months.
3. The purpose for the unpaid leave is restricted to one of the following conditions:
 - a. Full-time attendance at an educational institution as a student;
 - b. To attend to a family situation requiring the full-time presence of the member of the Unit.

4. A member of the Unit on unpaid leave may not participate in full-time gainful employment of any nature during the term of the leave.

5. The employee must notify the Personnel Director in writing of his/her intention to return to employment in the District at least thirty days preceding the date of required return, if on a leave of six months, or at least forty-five days preceding the date of required return, if on a leave of twelve months. Failure by the employee to provide the notice herein required shall be deemed an abandonment of employment, and the employee's services shall be forthwith terminated by the Board of Education.

6. An employee granted unpaid leave shall have the option, as long as such employee pays the amount of premiums equal to that which the Board would pay for such employee, to receive the medical, dental, and life insurance benefits available to members of the Unit. Payments of the premiums shall be made to the Board monthly in advance.

ARTICLE VIII GRIEVANCE PROCEDURE

A. Definitions

1. Grievance shall mean a complaint of any one or more members of the Unit based upon an alleged violation of a specific provision or provisions set forth in this Agreement, except that the term shall not include matters contained in Article IX §A of this Agreement. A grievance must be raised within 30 school days of when the aggrieved party knew or should have known of the aggrieved action.

2. Representative shall mean the person designated by an aggrieved member of the Unit as his/her counsel or to act in his/her behalf.

3. Immediate Supervisor shall mean the administrator with immediate supervisory responsibility for the Registered Nurses.

4. The time limits contained herein may be waived by the mutual consent of the parties.

B. Procedures

1. Step One -- Informal Stage

The aggrieved employee shall orally present his/her grievance to the Immediate Supervisor who shall orally and informally discuss the grievance with the aggrieved employee. The grievance must be presented to the Immediate Supervisor within thirty school days of when the aggrieved nurse knew, or should have known, of the aggrieved action. The immediate supervisor shall render his/her determination to the aggrieved employee within ten school days after

the grievance has been presented to him/her. If such grievance is not satisfactorily resolved at this stage, the aggrieved employee may proceed to the formal state.

2. Step Two -- Superintendent

a. Within ten school days after a determination has been made at the preceding stage, the aggrieved employee may make a written request to the Superintendent of Schools, or his designee for review and determination. If the said Superintendent designates a person to act in his behalf, he shall also delegate full authority to render a determination in his behalf. The Superintendent may not designate the Immediate Supervisor to act as his designee at this state of the grievance procedure.

b. The Superintendent of Schools or his/her designee shall meet with the aggrieved employee and his/her representative to discuss the grievance and to permit the employee to submit any further information regarding the grievance.

c. The Superintendent of Schools or his designee shall render his determination within fifteen school days of such meeting.

3. Step Three -- Arbitration

a. If after receipt of the determination of the Superintendent of Schools, or his designee, the grievant or the Association is not satisfied with the decision, the Association may submit the grievance to binding arbitration within twenty school days of receipt of the Superintendent's, or his designee's decision.

b. The selection of the arbitrator, and the procedures for the arbitration, shall be governed by the American Arbitration Association, White Plains office.

c. The arbitrator shall have no power to alter, amend, modify, add to, or detract from the terms of the Agreement.

d. The decision of the arbitrator shall be final and binding.

e. The cost for the services of the arbitrator, including expenses, if any, will be borne equally by the District and the Association.

f. All facts and evidence in support of the grievance shall have been presented initially at Steps 1 and 2. New facts or evidence may be submitted to the arbitrator only where they could not feasibly have been known or available at the time of the initial stages.

ARTICLE IX EMPLOYEE RIGHTS

A. Any disciplinary action or discharge may be reviewed only by resort to a process following the procedures for Stages 1 and 2 of the grievance process. This provision shall not, however, be subject to Article VIII of this Agreement.

B. Any layoffs will be made in inverse order of seniority.

ARTICLE X PRINCIPLES AND NEGOTIATION PROCEDURES

Pursuant to Article 14 of the State Civil Service Law, the Board of Education of Ramapo Central School District hereby adopts the following agreement concerning the methods by which negotiations shall take place with the Association.

A. Negotiable Items: The Board and the Association agree to negotiate in accordance with the procedures set forth herein in a good faith effort to reach agreement concerning matters including, but not limited to, salaries, the handling of grievances, work load, allowable absence, medical benefits and other fringe benefits.

B. Negotiating Team: The Board or designated representatives of the Board will meet with representatives designated by the Association for the purpose of discussion and reaching mutually satisfactory agreements. Neither party in any negotiations shall have any control over the selection of the representative(s) of the other party.

C. Opening Negotiations: Upon a request of either party for a meeting to open negotiations on a successor agreement, a mutually acceptable meeting date shall be set not more than fifteen (15) calendar days following such request. In any given year, such request shall be made not earlier than November 1, nor later than January 1, except by mutual consent.

D. Negotiation Procedures:

1. Following the initial meeting as described in paragraph C, such additional meetings shall be held until the parties reach an agreement on the items or until impasse is reached. Negotiating sessions may not be held during the school day unless by mutual agreement or unless so scheduled by a Public Employment Relations Board (PERB) representative. A caucus can be called by either party as it is deemed necessary.

2. While no final agreement shall be executed without ratification by the Board and the Association, the parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, counter-proposals, and reach compromises in the course of negotiations.

E. Consultants: The parties may call upon consultants to assist in preparing for negotiations, and advise them during conference sessions. The expense of such consultants shall be borne by the party requesting them.

F. Reaching Agreement: As tentative agreement is reached on each individual item being negotiated, that item shall be reduced to writing. This is merely a note-keeping device to the mutual benefit of both parties. When agreement is reached concerning the entire negotiating package, the proposed agreement shall be reduced to writing and submitted to the Board and Association for approval. Following approval by the Board and Association membership, the Board shall take that action which is necessary to make the proposed agreement official.

G. Record Keeping: Each party shall be responsible for the record keeping that it desires to maintain during the various negotiation meetings.

ARTICLE XI SAVINGS CLAUSE

A. If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law; any substitute action shall be subject to appropriate consultation and negotiation.

B. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of the Agreement shall continue in effect.

ARTICLE XII NO STRIKE PLEDGE

The Association and the Board subscribe to the principle that differences shall be resolved by peaceful and appropriate means without interruption of the school program. The Association agrees that there shall be no strikes work stoppage, or other concerted refusal to perform work by employees covered by this Agreement nor any instigation thereof.

ARTICLE XIII TAYLOR LAW PROVISION

"IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OR LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL."

IT WITNESS WHEREOF, the parties have duly executed this Agreement the day and year first above written.

RAMAPO CENTRAL SCHOOL DISTRICT REGISTERED
PROFESSIONAL NURSES ASSOCIATION

By:

Jane Burke
Jane Burke, President

RAMAPO CENTRAL SCHOOL DISTRICT

By:

Griff E. Powell
Griff E. Powell
Superintendent of Schools

Daniel G. Covert
Daniel G. Covert, President

Exhibit A

REGISTERED NURSE

SALARY SCHEDULE

1995-96

STEP	BASE plus	LONGV.	STEP INCREMENT
1	22,114	\$0	1
2	22,999	\$0	1.04
3	23,942	\$0	1.041
4	24,948	\$0	1.042
5	26,021	\$0	1.043
6	27,166	\$0	1.044
7	28,388	\$0	1.045
8	29,694	\$0	1.046
9	31,090	\$0	1.047
10	35,582	\$0	1.048
11	34,179	\$0	1.049
12	35,888	\$0	1.050 new step
L-1	35,888	\$512 with Step 12 (Current Employees) after Step 12 (New Employees)	

Exhibit B

REGISTERED NURSES

SALARY SCHEDULE

1996-97

STEP	BASE plus	LONGV.	STEP INCREMENT
1	22,777	\$0	1
2	23,688	\$0	1.04
3	24,659	\$0	1.041
4	25,695	\$0	1.042
5	26,800	\$0	1.043
6	27,979	\$0	1.044
7	29,238	\$0	1.045
8	30,583	\$0	1.046
9	32,020	\$0	1.047
10	33,557	\$0	1.048
11	35,201	\$0	1.049
12	36,961	\$0	1.050
L-1	36,961	527 with Step 12 (Current Employees) after Step 12 (New Employees)	

Exhibit C

REGISTERED NURSES

SALARY SCHEDULE

1997-98

STEP	BASE plus	LONGV.	STEP INCREMENT
1	23,460	\$0	1
2	24,398	\$0	1.04
3	25,398	\$0	1.041
4	26,465	\$0	1.042
5	27,603	\$0	1.043
6	28,818	\$0	1.044
7	30,115	\$0	1.045
8	31,500	\$0	1.046
9	32,981	\$0	1.047
10	34,564	\$0	1.048
11	36,258	\$0	1.049
12	38,071	\$0	1.050
L-1	38,071	\$543 with Step 12 (Current Employees) after Step 12 (New Employees)	

Exhibit D

REGISTERED NURSES

SALARY SCHEDULE

1998-99

STEP	BASE plus	LONGV.	STEP INCREMENT
1	24,117	\$0	1
2	25,082	\$0	1.04
3	26,110	\$0	1.041
4	27,207	\$0	1.042
5	28,377	\$0	1.043
6	29,626	\$0	1.044
7	30,959	\$0	1.045
8	32,383	\$0	1.046
9	33,905	\$0	1.047
10	35,532	\$0	1.048
11	37,273	\$0	1.049
12	39,137	\$0	1.050
L-1	39,137	\$558	with Step 12 (Current Employees) after Step 12 (New Employees)
L-2	39,137	\$558	\$750 with 14 years service